



Southern Connecticut State University

FACULTY SENATE

APPROVED MINUTES OF MAY 1, 2024

<https://inside.southernct.edu/faculty-senate/meetings>

The 16th Meeting of the Faculty Senate AY 2023-2024 was held on May 1, 2024, at 12:11 p.m. via Zoom.

Attendance

FIRST	LAST	DEPARTMENT	TERM ENDS (SPRING)	ATTENDANCE	TOTAL
Lisa	Haylon	Accounting	2025		13/16
Valerie	Andrushko	Anthropology	2026		14/16
Melanie	Uribe	Art & Design	2024		16/16
Jillian	Rispoli	Athletics	2026		12/14
Nicholas	Edgington	Biology	2026		15/16
Kate	Toskin	Business Information Systems	2025		16/16
Jeff	Webb	Chemistry & Biochemistry	2026		15/16
Shawneen	Buckley	Communication Disorders	2024		15/16
Derek	Taylor	Communication, Media & Screen Studies	2025	*	7/8
Shafaeat	Hossain	Computer Science	2025	*	13/16
Matthew	Ouimet	Counseling	2024		14/16
Laurie	Bonjo	Counseling & School Psychology	2026	*	13/16
Beena	Achhpal	Curriculum & Learning	2027		13/14
Maria	Diamantis	Curriculum & Learning	2024		15/16
Jennifer	Cooper Boemmels	Earth Science	2025		5/5
Jia	Yu	Economics	2024	*	13/16
Peter	Madonia	Educational Leadership & Policy Studies	2026	*	10/16
Paul	Petrie	English	2026		16/16
Mike	Shea	English	2024		16/16
Matthew	Miller	Environment, Geography, & Marine Sciences	2025		5/5
Sandip	Dutta	Finance & Real Estate	2025		7/16
Amanda	Strong	Healthcare Systems & Innovation	2025		15/16
Robert	Knipe	Health & Movement Sciences	2025		8/8
Daniel	Swartz	Health & Movement Sciences	2025		8/8
Christine	Petto	History	2026		16/16
Troy	Rondinone	History	2026		16/16
Yan	Liu	Information & Library Sciences	2024	*	11/16
Cindy	Simoneau	Journalism	2024		16/16
Elizabeth	Wilkinson	Library Services	2026		14/16
Amy	Jansen	Library Services	2025		15/16

Alison	Wall	Management & International Business	2025		16/16
Melvin	Prince	Marketing	2026	*	10/16
Sebastian	Perumbilly	Marriage & Family Therapy	2025		13/16
Klay	Kruczek	Mathematics	2025		16/16
Owen	Biesel	Mathematics	2025		15/16
Jonathan	Irving	Music	2026	*	11/16
Deborah	Morrill	School of Nursing	2026		15/16
Andrea	Adimando	School of Nursing	2024	*	14/16
Virginia	Metaxas	Part-Time Faculty (HIS)	2026		15/16
Garbielle	Ferrell	Part-Time Faculty (JRN)	2025		12/121
Michael	Sormrude	Part-Time Faculty (BIO)	2024		16/16
Michele	Delucia	Part-Time Faculty (PSY)	2024		15/16
Rex	Gilliland	Philosophy	2026		16/16
Elliott	Horch	Physics	2024		15/16
Jonathan	O'Hara	Political Science	2025	*	2/16
Kate	Marsland	Psychology	2025		13/16
Chris	Budnick	Psychology	2024		13/16
John	Nwangwu	Public Health	2024		16/16
Deron	Gabel	Recreation, Tourism, & Sport Management	2026		11/16
Isabel	Logan	Social Work	2026		13/15
Stephen	Monroe Tomczak	Social Work	2025		12/16
Gregory	Adams	Sociology	2026		16/16
Joan	Weir	Special Education	2024		13/14
Douglas	Macur	Theatre	2024		15/16
Tricia	Lin	Women's & Gender Studies	2025		16/16
Luke	Eilderts	World Languages & Literatures	2026		16/16
Natalie	Starling	SCSU Faculty Senate President	2025		16/16
Dwayne	Smith	SCSU President		*	14/16
Barbara	Cook	Chair, Graduate Council			15/16
Meghan	Barboza	Chair, Undergraduate Curriculum Form			14/16
Joseph	Merly	SGA			8/8

GUESTS

George Morgan, Jr.
Dushmantha Jayawickreme
Julia Irwin
Preethi Varghese-Joseph

Robert Prezant
Trevor Brolliar
Trudy Milburn

The following senators are empowered by the Faculty Senate to represent the Faculty Senate and thereby represent the faculty body in their role and contributions to the respective committee/group in which shared governance of business is being conducted with a duty to report back to the Faculty Senate minimally once per semester (additional reports determined by the respective representative or upon request by the Faculty Senate). It is recommended representatives also seek the Faculty Senate’s support and endorsement for matters determined by the respective representative or upon request by the Faculty Senate.

Early College Experience	Christine Broadbridge (fall 2022) Michele DeLucia (spring 2023)
Faculty Development Advisory Committee (FDAC)	Klay Kruczek
Undergraduate Curriculum Forum (UCF) liaison	Cindy Simoneau
University Library Committee (ULC)	Amy Jansen 1 Representative Unfilled
Working Group for Governing Bodies & Documents (concluded)	Paul Petrie (Rules rep) Jeffrey Webb (Rules rep) Michael Shea (senator, non-Rules member, rep)
Strategic Action Plan Subcommittees <ul style="list-style-type: none"> • Advancing Social Justice • Maintaining Academic Excellence • Engaging our Community 	Miriah Kelly Kenneth McGill Michael Sormrude
DEI Advisory Council	Laurie Bonjo
Chief of Police Search Committee (concluded)	Isabel Logan
Dean of the College of Education Search Committee (concluded)	Laurie Bonjo
Chief Financial Officer (CFO) Search Committee	Natalie Starling

May 1, 2024

Faculty Senate President Natalie Starling called the 16th meeting of the Faculty Senate to order at 12:11 p.m. via Zoom.

- I. Election of the Faculty Senate President and Faculty Senate Treasurer
 - A. K. Kruczek opened the floor to additional nominations for Faculty Senate President. Hearing none, N. Starling was elected.
 - B. K. Kruczek opened the floor to additional nominations for Faculty Senate Treasurer. Hearing none, C. Simoneau was elected.
- II. K. Kruczek sought four to five representatives to serve on a focus group with the Social Venture Partners.
 - A. M. Shea, J. Webb, M. Uribe, S. Monroe-Tomczak, and M. Sormrude volunteered.
- III. Announcements
 - A. T. Lin shared information on the event "[Women Under Occupation: Palestinian Women and Resistance](#)" that will be held May 2 from 4-5:30 via Zoom.
 - B. C. Simoneau shared that the latest edition of the *Crescent* magazine has just come out.
- IV. Minutes of the previous meeting held on April 24, 2024, were accepted as distributed.
<https://inside.southernct.edu/faculty-senate/meetings>
- V. Faculty Senate President's Report
<https://inside.southernct.edu/faculty-senate/meetings>
- VI. Reports of the Faculty Senate Standing Committees
 - A. Committees did not meet.
 - B. Finance (C. Simoneau) shared that the MOU between AAUP and Administration was approved for part-time travel funds.
 - C. Discussion on the implementation of Interfolio for faculty evaluation.
 - i. Transition Timeline: The current system, the "FAAR/Watermark," will be replaced by Interfolio, with the FAAR data expected to transfer seamlessly to Interfolio by August 31. However, initially, only new hires from Fall 2024 and professional assessments will use Interfolio. Promotion and tenure files for existing staff will not yet transition to Interfolio to avoid potential complications.
 - ii. Implementation Strategy: The transition to Interfolio will be gradual, similar to the previous rollout of Blackboard. Only first-year renewals and professional assessments will be managed through Interfolio initially, while other processes will be added later as the system stabilizes.
 - iii. Support and Resources: New hires will receive support through instructional videos provided by Interfolio, potentially customized to the institution's needs. K. Kruczek will be the main point of contact for any issues or questions related to Interfolio.
 - iv. Uncertainty Regarding FAAR Data: There is some uncertainty about what specific data will be transferred and how that will affect faculty, particularly

regarding the uploading of syllabi and CVs. These details will likely be clarified by S. Jackson, who handles FAAR-related matters.

VII. Special Committees

- A. UCF
- B. Grad Council

VIII. Unfinished Business

- A. Proposed Statement on the Value of Service at the University.
 - i. P. Petrie **moved to table** the motion.
 - ii. N. Starling asked the body if there were any objections. Hearing none, the motion **was tabled**.
- B. P. Petrie presented the corrected Terminations Hearing Committee document, which had been postponed during the previous meeting due to a missing update.
 - i. After a brief discussion, the body moved to a vote.
 - 1. Vote tally
 - a. Yes41
 - b. No 0
 - i. The motion to approve the revised Terminations Hearing Committee document **passed**.
- C. M. Shea **moved to approve** the resolution regarding revisions to the Promotion & Tenure Procedures for Faculty (Table of Eligibility).
 - i. After discussion, the body moved to a vote.
 - 1. Vote Tally
 - a. Yes41
 - b. No 0
- D. M. Shea **moved to approve** the resolution regarding revisions to the Promotion and Tenure Procedures for Faculty (Number of Votes).
 - i. A discussion on the resolution and the merits of using a “simple majority” vs. a fixed number were discussed.
 - 1. As a reminder, a “majority” in voting means “more than half.” For example, if there are 8 votes cast, a majority vote would require 5 affirmative votes, since this is “more than half.” A vote in the affirmative of 4 is not “more than half” and therefore would fail.
 - 2. As a reminder, a “quorum,” when not explicitly defined in an organization’s bylaws, means “half.” So, if an organization requires that half of the membership be present for quorum, and that organization has 10 members, you would need 5 members present to conduct business.
 - ii. With the help of the body, L. Eilderts **moved to amend the resolution** by striking “a simple majority of those Promotion and Tenure members eligible to cast that vote” and inserting “a minimum of 8 ‘yes’ votes.” **Seconded**.
 - 1. After discussion, the body moved to a vote.
 - a. Vote tally
 - i. Yes.....22
 - ii. No.....19
 - 1. The motion to amend **passed**.

iii. After discussion, C. Simoneau **moved to call the previous question. Seconded.**

1. Vote tally

a. Yes31

b. No10

i. The motion to call the previous question **passed.**

iv. The body now moved to a vote on the amended resolution.

1. Vote tally

a. Yes25

b. No16

i. The motion to approve the resolution as amended **passed.**

E. M. Shea **moved to approve** the resolution regarding revisions to the Promotion and Tenure Procedures for Faculty (Title change).

1. After discussion the body moved to a vote.

a. Vote tally

i. Yes.....38

ii. No..... 1

1. The motion to approve the resolution **passed.**

F. The body picked up from the table the Resolution for Information Regarding Faculty Senate Statement on Service.

i. During discussion here were the key points:

1. Clarification of the Statement's Intent:

a. The left side of the slide explained what the statement is not about, while the right side clarified its intent.

b. The statement is not an agreement with the administration or a call for increased service by faculty. The statement is about recognizing the current value of service and advocating for equity and fairness in service evaluation.

2. Comments and Concerns:

a. Some senators spoke in favor of the statement, emphasizing the importance of service in maintaining meaningful shared governance as outlined in the AAUP's "Red (Blue) Book." Others expressed concerns about the potential misinterpretation of the statement by faculty, fearing it might be perceived as a directive to increase service; members also called for a broader examination of how service is organized and recognized on campus.

ii. After discussion, P. Petrie **moved to recommit** the resolution to the committee. **Seconded.**

1. N. Starling asked if there was any objection to recommitting the resolution to committee. Hearing none, the resolution was **recommitted** to committee.

IX. Adjournment

A. J. Webb **moved to adjourn. Seconded.**

i. The meeting adjourned at 2:01 p.m.

L. Eilderts
Secretary

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

Resolution Regarding Edits to the Termination Hearing Committee Document

- Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence;
- Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and
- Whereas, The Faculty Senate is responsible for making changes to the Faculty Senate Bylaws document; now, therefore, be it
- Resolved,* That the following revision to the Termination Hearing Committee Document become effective at the start of the 2024-2025 Academic Year.
- Article A: Change document's reference to the CBA to currently effective CBA title;
 - Article B: Alters mechanism for selecting elected alternates for service on the committee (parallel to P&T document);
 - Article E: Change document's reference to Senate Elections Committee to Senate Elections Officer;
 - Article F2: Cancel because the purpose of the article, to establish a stable rotation of overlapping committee members' terms, has been accomplished.

Note: blue-font text shows changes to this document approved in Senate Resolution S-2021-15 and signed by the university President but never implemented in the document itself:

- Article B: distribution of committee members across schools/colleges;
- Article F.1: change of term from two years to three.

SOUTHERN CONNECTICUT STATE UNIVERSITY

The Termination Hearing Committee

- A. The Termination Hearing Committee is hereby established under 16.3.6 of the Collective Bargaining Agreement between Connecticut State University American Association of University Professors and Board of Regents for ~~the State University, August 2016–August 2021~~ Connecticut State Colleges and University System, hereafter referred to as the Collective Bargaining Agreement.
- B. The Termination Hearing Committee shall consist of five members, with one (1) member from each college/school and one (1) at-large member.

There shall be three alternate members. Alternates shall take the place of voting members when a voting member is disqualified, resigns, or is ill for a prolonged period of time. ~~Alternates shall be eligible to become voting members in the order in which their terms expire.~~ Alternates shall be eligible to become regular voting members on the basis of the total number of votes received and the term they were elected. Alternates elected in the spring election will become voting members before alternates elected in the fall election.

C. **Eligibility**

1. The person must have been a full-time faculty member at Southern Connecticut State University for at least three years prior to becoming a member of the Committee.
2. The person shall have tenure.
3. The person may not simultaneously serve on the Mediation Committee.

D. **Nominations**

Any eligible person wishing to run for the Committee must, after a call for nominations is issued, obtain an official nomination form from the Secretary of the Faculty Senate, complete the form, and return it as directed.

E. **Elections**

Elections shall be conducted by the Elections ~~Committee~~ Officer of the Faculty Senate.

F. **Terms of Office**

1. The term of office shall be ~~two~~ three years, commencing on September 1 and ending August 31.

~~Three members of the committee and one alternate shall be elected in one year and two~~

~~members and two alternates shall be elected in alternate years. Vacant terms may be filled at the time of regular elections or by holding special elections.~~

G. **Procedures**

1. The committee shall follow the provisions stated in the appropriate section of the current Collective Bargaining Agreement.
2. Members shall disqualify themselves if they or a member of their family is the person making an appeal to the Termination Hearing Committee.

H. **Amendments**

This document may be amended by a two-thirds vote of the Faculty Senate with the concurrence of the President of the University.

I. **Implementation**

This document shall take effect upon approval by a two-thirds vote of the Faculty Senate with the concurrence of the President of the University.

J. **Interpretation**

This section may not be invoked with respect to the interpretation of any item of the Collective Bargaining Agreement. If an issue develops concerning interpretation of this document whether initiated by the Senate, a faculty member, or any member of the administration, a binding decision on such an issue shall be made:

1. by agreement between the President of the University and a majority of the Executive Committee of the Faculty Senate or failing to obtain agreement on an issue by this method,
2. by a committee consisting of one member selected by the Senate Executive Committee, one selected by the President of the University, and one selected by the first two committee members, who, by a two-thirds vote shall decide such an issue.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

Resolution Regarding Revisions to Promotion and Tenure Procedures for Faculty

Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence;

Whereas, The Faculty Senate is the official governing body for shared governance;

Whereas, The Faculty Senate recognizes that, to further academic excellence, procedures for the evaluation of full-time faculty members for promotion and tenure need periodic review and revision as stated in PART VI of the *PROMOTION AND TENURE PROCEDURES FOR FACULTY* document;

Whereas, The language of the P & T procedures document should match exactly the language of the Collective Bargaining Agreement between Connecticut State University American Association of University Professors and the Board of Regents for Connecticut State Colleges and University system (CBA);

Whereas, The language of the CBA says the following in Article 5.3.3:

Associate Professor, Associate Librarian, Associate Counselor

An earned doctorate or a terminal degree appropriate to the field from an accredited college or university plus at least five (5) years of full-time service in a college or university in *a rank of Assistant Professor or above*.

now, therefore, be it

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following change to the *Promotion And Tenure Procedures For Faculty* document **Part II.A.1.b.1.** (dated May 3, 2023):

An earned doctorate or a terminal degree appropriate to the field, plus at least five (5) years of full-time employment as faculty, counselor, or librarian in a college or university at a rank of Assistant Professor or above,

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

Resolution Regarding Revisions to Promotion and Tenure Procedures for Faculty

Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence;

Whereas, The Faculty Senate is the official governing body for shared governance;

Whereas, The Faculty Senate recognizes that, to further academic excellence, procedures for the evaluation of full-time faculty members for promotion and tenure need periodic review and revision as stated in PART VI of the *PROMOTION AND TENURE PROCEDURES FOR FACULTY* document; and

Whereas, The procedures in voting for candidates for promotion and tenure on the Promotion & Tenure Committee need to be specified; now, therefore, be it

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following addition to the *Promotion And Tenure Procedures For Faculty* document **Part IV.D.** (dated May 3, 2023):

The affirmative decision on each candidate shall be determined by a minimum of 8 “yes” votes ~~a simple majority of those Promotion and Tenure members eligible to cast that vote.~~

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

Resolution Regarding Revisions to Promotion and Tenure Procedures for Faculty

Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence;

Whereas, The Faculty Senate is the official governing body for shared governance;

Whereas, The Faculty Senate recognizes that, to further academic excellence, procedures for the evaluation of full-time faculty members for promotion and tenure need periodic review and revision as stated in PART VI of the *PROMOTION AND TENURE PROCEDURES FOR FACULTY* document; and

Whereas, Eligibility to serve in various roles of the promotion and tenure process needs to be clarified; now, therefore, be it

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following addition to the *Promotion And Tenure Procedures For Faculty* document as **Part III.F.3 h.** (dated May 3, 2023):

h. *Faculty members serving on any DEC making decisions/recommendations regarding promotion and tenure shall not serve on the P & T committee. [See Service Eligibility in the Faculty Evaluation Process Table, at the end of Part V, Calendar].*

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate add the following table to the *Promotion And Tenure Procedures For Faculty* document to the end of the calendar in **Part V.** dated May 3, 2023):

Service Eligibility in the Faculty Evaluation Process

START HERE: STEP 1 →	This academic year, I am... (select applicable column to the RIGHT) →	Tenured & NOT applying for Promotion & NOT undergoing Professional Assessment	Tenured & applying for Promotion	Tenure-Track* & applying for Promotion	Tenure-Track** & Applying for Tenure ONLY	Tenure-Track* & applying for BOTH Promotion & Tenure	Undergoing Professional Assessment	Serving as MY Department's Chairperson	Serving as a Department Chairperson for a department that is NOT my own	Serving in administrative role**
STEP 2 →	My eligibility to serve ... (select the applicable row BELOW) ↓									
	As a member of my department's DEC for purposes of other candidate's evaluation for Renewal	YES	YES	NO	NO	NO	YES	NO	NO	NO
	As a member of my department's DEC for purposes of other candidate's evaluation for Promotion	YES	NO	NO	NO	NO	YES	NO	NO	NO
	As a member of my department's DEC for purposes of other candidate's evaluation for Tenure	YES	NO***	NO	NO	NO	YES	NO	NO	NO

As a member of my department's DEC for purposes of other candidate's evaluation for Professional Assessment	YES	YES	NO	NO	NO	NO	NO	NO	NO
As a hardship member of another Department's DEC for Renewal / Promotion / Tenure / Professional Assessment evaluations	YES	NO	NO	NO	NO	NO	NO	NO	NO
In the Department Chairperson's role in the Faculty Evaluation Process for other candidates	YES	YES, but not for promotion and tenure	YES, but not for promotion and tenure	YES, but not for promotion and tenure	YES, but not for promotion and tenure	YES, but not for professional assessment	YES, but not as a reviewer of application(s) of the level for which I am applying (see previous columns)	YES, but not as a reviewer of application(s) of the level for which I am applying (see previous columns)	NO
As a member of the P & T Committee	YES	NO	NO	NO	NO	YES	NO	NO	NO

* *"The membership of the DEC shall include only tenured members of the department" (CBA 4.11.4 DEC Membership).*

** *"Eligibility for Membership on the [P & T] Committee, a. Any full-time faculty member, tenured at the rank of Associate or above (or the equivalent for library faculty and counseling faculty), and has completed a minimum of three years on the faculty at Southern Connecticut State University shall be eligible to serve on the Committee. However, faculty members serving in administrative positions outside of their department and receiving load credit or compensation are not eligible to serve if and when their Promotion and Tenure Committee membership poses a potential conflict of interest; that is, faculty members shall not be eligible when serving in administrative positions (for example, Assistant to the Dean/Director, the Provost or the President) in which they could potentially violate or give the appearance of violating the contractually distinct levels of evaluation (DEC, Department Chairperson, Dean/Director, Promotion and Tenure Committee, Provost, and in some cases, the President)" (P & T Procedures III.A.3.a).*

*** *"When the DEC is conducting evaluations for promotion or tenure, DEC members applying for promotion of any candidate being considered for promotion or tenure--shall recuse themselves from all DEC business pertaining to either promotion or tenure but shall be allowed to participate in all other DEC business." (PROCEDURES FOR FORMING A DEPARTMENT EVALUATION COMMITTEE A.2.3.a.)*

Other helpful citations:

"Department members ineligible to serve on an elective DEC include: a) Untenured person or for Coaches and Athletic Trainers full time members who have not completed three years of service. b) The Department Chairperson..." (PROCEDURES FOR FORMING A DEPARTMENT EVALUATION COMMITTEE A.2.2.)

"3) Department members serving on an elected DEC shall recuse themselves under the following conditions: a) When the DEC is conducting evaluations for promotion or tenure, DEC members applying for promotion or serving as elected regular or alternate members on the University-wide Promotion and Tenure Committee--or who are immediate family (i.e., spouse, child, parent, domestic partner) of any candidate being considered for promotion or tenure--shall recuse themselves from all DEC business pertaining to either promotion or tenure but shall be allowed to participate in all other DEC business. b) When the DEC is conducting evaluations for professional assessment, DEC members being evaluated for professional assessment--or who are immediate family (i.e., spouse, child, parent, domestic partner) of any candidate undergoing professional assessment--shall recuse themselves from all DEC business pertaining to professional assessment but shall be allowed to participate in all other DEC business. c) When the DEC is conducting evaluations for sabbatical leave, DEC members applying for sabbatical leave--or who are immediate family (i.e., spouse, child, parent, domestic partner) of any

candidate applying for sabbatical leave--shall recuse themselves from all DEC business pertaining to sabbatical leave but shall be allowed to participate in all other DEC business."(PROCEDURES FOR FORMING A DEPARTMENT EVALUATION COMMITTEE A.2.3.a.)